Professional Development Committee

PARC CONFERENCE

1 December 1999

EDWARD G. ELGART

CHAIRMAN, PDC

TIMELINE

- 08 Mar 99 PDC Charter Signed
- 28-29 Apr 99 Meeting, CECOM
- 29-29 Jul 99 Meeting, TACOM
  PDC & PEC
- 15-17 Nov 99 Meeting, NCMA Hq

- 17-18 Nov 99 Meeting - Intern Subcommittee

DRIVING FORCES

- What are the needs of the Army?
- What do we want our managers to do?
- What do we want our workforce to do?
- What are the skills required?

SHORT TERM OBJECTIVES

- Define Contracting Business Professionals
- What Skill Sets will they need?
- Match Skills to Current Job Classification

CONTRACTING BUSINESS PROFESSIONAL

- Good Negotiator
- Exercise Prudent Business Judgement
- Add Value to Enable Customers to Achieve Their Goals

PRESENT BUSINESS SKILLS

- Financial
- Contracting
- Negotiations
- Electronic Tools
- Decision Making
- Customer Support

ADDITIONAL BUSINESS SKILLS REQUIRED

- Market Analysis
- Strategic Planning
- Risk Management
- Financial Analysis
- Managing Change
- Customer Relations

MID TERM OBJECTIVES

- Intern Re-engineering
- Simplified Application Process for Competitive Professional Development
- Determine Need for Market Analysts in Responsible Offices

LONG TERM OBJECTIVES

- Legislative Status of CP-14
- Professional Certifications/Licenses
- Multi-Knowledgeable vs. Multi-Functional
- Develop Training/Education Requirements
- Develop Market Training/Education that is tailored to the Specific Commodity/Need

CONSTRAINTS

- X118
- Funding
- Class Sizes
- Cross Training
- Measuring ROI from Training
- Non-Player Policy

ISSUE

- Is Contracting Receiving it’s Fair Share of the Acquisition Workforce Dollars?

RECOMMENDATIONS

- Phase out the 1150 Series
- Phase out the 1103 Series
- Administrative vs. Professional
  - GS 09 and below
    - Convert the 1102's and 1105's
      - Except 1102's in Training Programs
    - Phase out the 1106 Series
    - Develop an 11XX Series
  - GS 11 and above
    - Professionalize